



INSide Corrections

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Indiana Department of Correction Employee Newsletter



From the Commissioner

Edwin G. Buss

The Indiana Department of Correction (IDOC) saw many changes and innovations in 2009, a tough year for our nation and state. Even in the challenging times, however, the IDOC received recognition for our correctional practices, and our staff came together for a variety of causes. Thus, I would like to take a look back at our top ten accomplishments from the past year, as we look to the new year.

1. Facility Forward was implemented to save \$200 million and add over 2,000 beds.
2. Madison Juvenile Correctional Facility opened for our juvenile female population.
3. IDOC staff donated like never before – State Employees Community Campaign (SECC), blood drives, Operation DOC Cares, and numerous other causes.
4. The Clean Lifestyle is Freedom Forever (CLIFF) program received the American Correctional Association's Offender Program of the Year Award, and Governor Mitch Daniels helped us celebrate at the Rockville Correctional Facility.

5. The Purposeful Living Units Serve (PLUS) program received the American Chaplains' Correctional Association Chaplaincy Offender Program Award.
6. The Indiana General Assembly passed legislation creating the Indiana Correctional Peace Officer Fund.
7. The Indiana General Assembly also passed legislation authorizing correctional police officers, and the first IDOC officers graduated the academy.
8. The Division of Youth Services was created to better serve our juvenile population.
9. Parole Division reduced recidivism through best practices.
10. The IDOC's classification system changed to make for a more secure correctional agency.

None of these great achievements would have been possible without the support and dedication of each of you. Much was asked of us last year, yet we responded head on to all of the challenges that came our way. I am sure that 2010 will be yet another year full of both opportunities and trials, and I look forward to working with all of you to help make the agency run more smoothly and effectively. ■

The Department's Revised Vision and Mission Statement

VISION

As the model of public safety, the Indiana Department of Correction returns productive citizens to our communities and supports a culture of inspiration, collaboration, and achievement.

MISSION

The Indiana Department of Correction advances public safety and successful re-entry through dynamic supervision, programming, and partnerships.

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By: Chief of Staff
Daniel G. Ronay, CCE

Promoting a Positive Corrections Culture

"Organizational culture is an idea in the field of organizational studies and management which describes the psychology, attitudes, experiences, beliefs and values (personal and cultural) of an organization. It has been defined as 'the specific collection of values and norms that are shared by people and groups in an organization and that control the way they interact with each other and with stakeholders outside the organization.' " *Charles W.L. Hill, and Gareth R. Jones, (2001) Strategic Management. Houghton Mifflin.*

The Indiana Department of Correction has embraced a new program, or perhaps revisited and enhanced an old program, intended to be a powerful tool in creating healthy, safe, secure and comfortable workplaces within our facilities for all staff. This past year, during the Strategic Planning process, hundreds of staff expressed a strong desire that we bring cultural competence back into the mainstream of what we do. Each of our facilities, Parole Districts, Central Office, CTI, and PEN Products foster their own unique cultures. Organizations, big and small, have a culture which can be explored, defined and changed. Organizational culture can loosely be defined as the shared assumptions, beliefs, and "normal behaviors" (norms) of a group. An organization's culture exerts powerful influence on the way people live and act. It defines what is "normal" and how to sanction those behaviors that are not "normal." To a large degree, what we do is determined by our culture.

I find that culture, like a garden, if not tended to or neglected, will soon be either very bleak and desolate or overgrown and out of control with aspects that strangle everything in it.

Corrections, in and of itself, is a tough, demanding, sometimes thankless profession with danger lurking around the corner constantly. The work of Promoting a Positive Corrections Culture (PPCC) is instrumental in fostering a staff that will stand shoulder to shoulder in crisis and watch over one another at all times. Since our "product" is people, we must examine the impact of the staff's culture on offenders and

the impact of the offenders' culture on both them and us. It is important that we work to develop a culture that encourages everyone to be at their best and to build understanding that each one affects the other. It also is important that the staff's culture drive the offenders' culture, and not vice versa.

Six years ago at the Westville Correctional Facility, a group of staff dedicated themselves to examining, discussing, and changing the culture. Working on a unique team-based model of strategic planning and culture change, which used the principles of a Rubik's Cube® as its foundation, all aspects of the facility's culture, both staff and offenders, were addressed in focus groups, through surveys, and then communicated to all 800 staff. As a result, the culture not only changed at Westville, it flourished. Staff talked to one another, were courteous even

when they disagreed, and celebrated one another's accomplishments. The collective attitude of ownership and belonging became contagious. That year Westville became the last facility in the Department to achieve ACA accreditation, a feat many openly stated would never be accomplished by that facility.

As the Agency engages in the promising program called "Promoting Positive Corrections Culture," take a look and listen for yourself. Since we began with "Organizational Cultural Competence" (OCC) under Commissioner Ridley-Turner, the facilities that embraced OCC remain vibrant today. Their staff learned that deciding on, reinforcing, and living by a set of mutually acceptable values and norms creates a workplace that fosters courtesy, mutual respect, and

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This is the new Madison Juvenile Correctional Facility.

Madison Juvenile Correctional Facility (MJCF) opened its doors to 92 juvenile females transferred from Indianapolis Juvenile Correctional Facility on November 3, 2009.

After detailed planning and collaboration between the staff at both facilities, the juveniles made their way safely to their new location in Madison, Indiana. Madison Juvenile Correctional Facility provides a safe, supportive environment for committed female adolescents and encourages the development of responsible young women. MJCF is a maximum security juvenile correctional facility that has the ability to house 167 students. It is now the only female facility in Indiana, and the only reception and diagnostic center for newly committed female youths. MJCF offers a number of groups that address the needs of its student population, including, Criminal and Addictive Thinking, Cage the Rage for Women, Voices, Healthy Relationships, Employability Skills, Substance Abuse, Relapse Prevention, Suicide Prevention, Grief and Loss, and several others.

Indiana Female Juveniles Make the Move Forward

Ball State University has been awarded the contract to provide education to the girls. The education/vocation program is a collaborative effort between Ball State and Ivy Tech Community College, with the opportunity for the students to earn dual high school and college credits. The students at MJCF also have the chance to earn their high school diploma or GED.

Not only is this a correctional facility, it is a therapeutic environment fully concentrated on the rehabilitation of the female juvenile population that it houses. The staff scheduling at this facility is different than the other Indiana Department of Correction facilities. The custody staff are on an 8 hour rotation instead of the typical 12 hour rotation. This 8 hour shift keeps the staff fresh and attentive. Not only are the custody staff on a different schedule, but so are the treatment and administrative staff. Each week night, at least one Psychiatric Social Services Specialist is at the facility to work closely with the girls until 9:00 p.m. Additionally, each department head works a late night. This allows for an open line of communication

between the juveniles and all of the departments.

"We are going to work together to make this the best facility possible by making the students feel safe and the staff feel appreciated," said Angela Sutton, Superintendent at MJCF. Angela Sutton has served with the Indiana Department of Correction for five years in the capacity of Psychiatric Social Services Specialist 2, Program Director 1, Assistant Superintendent, and now as Superintendent of MJCF. Ms. Sutton received her B.A. in Criminal Justice (1999) and M.A. in Criminal Justice (2003) from Southern University at New Orleans. Ms. Sutton has been an adjunct instructor for ITT Technical School of Criminal Justice since 2006. She is a member of the American Correctional Association, Indiana Correctional Association, and a graduate of the IDOC's Experienced and Emerging Leadership Program.

To volunteer at the Madison Juvenile Correctional Facility and make a positive impact on the youth today, please contact our Community Services Director Galen Bremmer at gbremmer@idoc.in.gov.

Promoting a Positive Corrections Culture Article continued from page 2

friendship, thereby making a safer and more secure environment in which to work.

There has been much written on this subject. I prefer to boil the essence of it down to creating an environment in which everyone treats everyone the way they expect to be treated. Aligned with the Golden Rule, "Do unto others as you would have them do unto you," cultural competence espouses the same edict. While this is easily stated and understood, at times, all of us violate its tenets. How we follow up after our

violation is what sets us all apart.

When PPCC comes to your facility, be a part of it as you are a part of your facility. Prior to PPCC's implementation at your facility, if you want to be a Champion, a mentor, or a facilitator of the process, contact Executive Director Richard Curry or Assistant Director Nancy Riley at CTI. Executive Directive 09-69 provides administrative details and expands on the process as it is intended to unfold over the next few years.

Be part of your profession, part of

the solution to the issues that face us at each facility, parole district, or the Agency as a whole. Indiana is leading the way in many aspects of corrections throughout the nation. With your involvement, with the involvement of every professional corrections staff member in our Department, we can create a better environment, a better workplace, and a better future. Individually, you do not owe it to your leadership, to your Facility Head, or to the Commissioner; you owe it to yourself! ■



Division of Youth Services: Keys to Success

By: Michael Dempsey, Executive Director of the Division of Youth Services

Throughout 2009, the Division of Youth Services has been focused on establishing the Balanced and Restorative Justice Model as the foundation for providing services to the youth in the Indiana Department of Correction's (IDOC) care. This model is a proven approach to providing effective and successful services to adjudicated juveniles in secure correctional facilities. The foundation of this program is based on a fundamental set of values and principles which are important to understand in order to achieve successful results.

Balanced and Restorative Justice Philosophy

The foundation of restorative juvenile justice practice is a coherent set of values and principles, a guiding vision, and an action-oriented mission.

Principles of Restorative Justice

- Crime is injury.
- Crime hurts individual victims, communities, and juvenile offenders and creates an obligation to make things right.
- All parties should be a part of the response to the crime, including the victim if he or she wishes, the community, and the juvenile offender.
- The victim's perspective is central to deciding how to repair the harm caused by the crime.
- Accountability for the juvenile offender means accepting responsibility and acting to repair the harm done.
- The community is responsible for the well-being of all its members, including both victim and offender.
- All human beings have dignity and worth.

- Restoration—repairing the harm and rebuilding relationships in the community—is the primary goal of restorative juvenile justice.
- Results are measured by how much repair was done rather than by how much punishment was inflicted.
- Crime control cannot be achieved without active involvement of the community.
- The juvenile justice process is respectful of age, abilities, sexual orientation, family status, and diverse cultures and backgrounds—whether racial, ethnic, geographic, religious, economic, or other—and all are given equal protection and due process.

The Restorative Justice Vision

- Support from the community, opportunity to define the harm experienced, and participation in decision making about steps for repair result in increased victim recovery from the trauma of crime.
- Community involvement in preventing and controlling juvenile crime, improving neighborhoods, and strengthening the bonds among community members results in community protection.
- Through understanding the human impact of their behavior, accepting responsibility, expressing remorse, taking action to repair the damage, and developing their own capacities, juvenile offenders become fully integrated, respected members of the community.
- Juvenile justice professionals, as community justice facilitators, organize and support processes in which individual crime victims, other community members, and juvenile offenders are involved in finding constructive resolutions to delinquency.

Office of Juvenile Justice and Delinquency Prevention's (OJJDP) Guide for Implementing the Balanced and Restorative Justice Model: (<http://ojjdp.ncjrs.org/pubs/implementing/foreword.html>)

The Balanced Approach Mission Figure 1 is a graphic representation of the balanced approach mission.

With this philosophy in mind, each of the IDOC's juvenile facilities have been working to establish programs consistent with the model's values and principles, some of which include the Graffiti Removal Program at Camp Summit Boot Camp, the Salvation Army project at Logansport, the Habitat for Humanity project at Pendleton Juvenile, and various community service projects at the Madison, Northeast, and South Bend Juvenile facilities.

Keys to Success

While these are all wonderful programs that aim to make a positive difference, the fact of the matter is that we can best impact the development of our youth and make the most difference in their lives by ensuring that we are always good role models and, perhaps most importantly, that we care and will always perform our duties with vigilance and a high degree of awareness to protect and maintain everyone's safety.

When working with juveniles, we each have a tremendous responsibility and opportunity to make a difference in their lives. We must all keep in mind that these youth are still developing and maturing physically, emotionally and psychologically. Through our daily contact and interactions with them we will, in one way or another, shape

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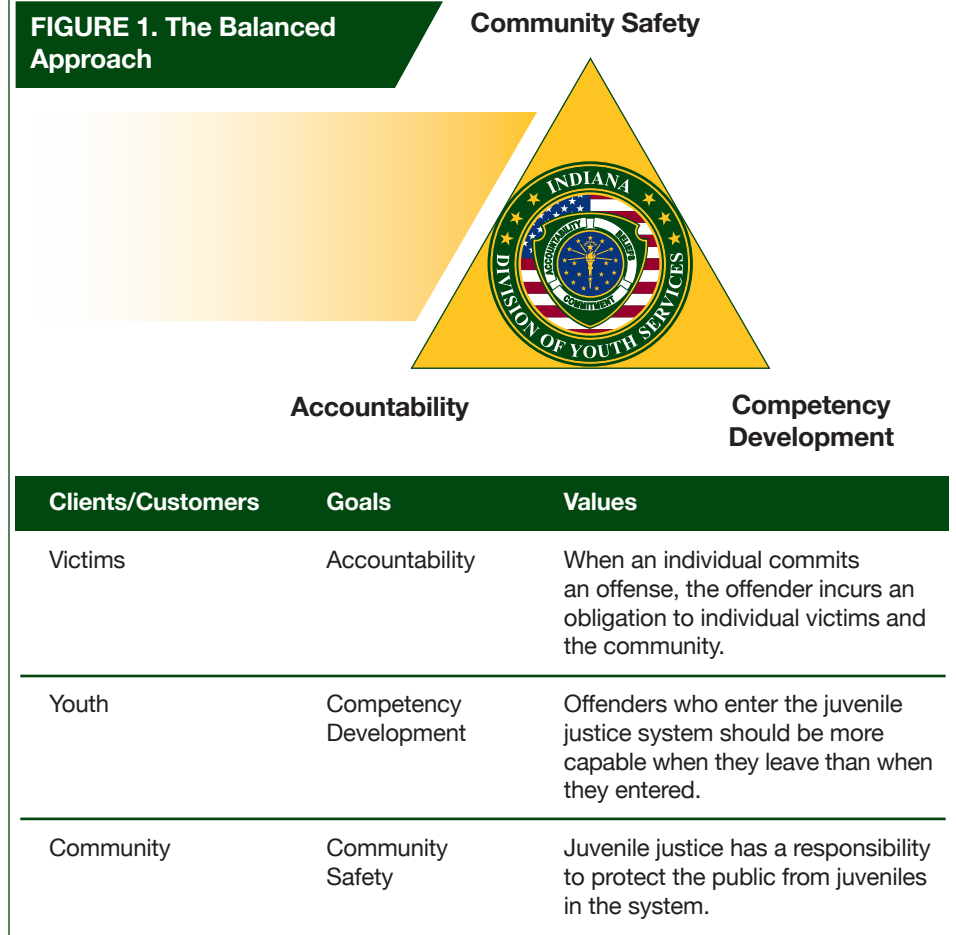
Division of Youth Services: Keys to Success

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and influence their development. It is incumbent upon us all to ensure that our daily influence is a positive one. We must continuously interact with our students in a manner which establishes ourselves as good role models, no matter how frustrating the situation may become.

It is critically important that staff develop total awareness skills to help in the daily supervision of our students. Staff must be able to interact with students, perform multiple duties and tasks, while at the same time maintaining constant and vigilant supervision and awareness of all activities taking place within our areas of responsibility. These are skills which must be learned and developed in order to be successful and effective juvenile correctional practitioners. Finally, the most important key to success is the fundamental, inherent personal trait of simply caring about the youth and services we provide. This is by far one of the most frustrating and challenging careers in our field. We can not be successful as individuals or as an agency if we do not care about what it is we are doing or about the youth we are here

FIGURE 1. The Balanced Approach



to serve. Our juvenile correctional facilities serve as a snapshot of our communities. What these youth see, hear, learn and experience there can set the tone for the kind of citizens they mature and develop into upon re-entry. Serving as good role models and

fostering care and influence over their development must remain our highest priority and something that is reflected in our daily work habits. ■

New Castle Facility Makes Donations

By: Mike Smith, Public Information Officer—New Castle Correctional Facility

On Thursday, November 19, 2009, New Castle Correctional Facility (NCCF) staff and offenders presented the Westminster Community Center with a \$10,000 check, which was used to buy clothing and toys for 90 underprivileged children in the New Castle area during the holiday season.

The money raised by staff and offenders for the Westminster Community Center was done through

a series of food sales throughout the year and in conjunction with New Castle's package sales program where offender's families can purchase approved items for the offenders to receive a couple times a year.

On December 8, 2009, 45 NCCF staff purchased needed clothing and toys for each child, and on December 9, NCCF offenders wrapped each present individually and placed



NCCF staff and offenders present the donation check.

them in a box marked for each child. This program provided each of the 90 children who otherwise would not have any presents \$100 worth of clothing and toys for the holidays. ■

Future Soldiers at Pendleton Juvenile Prepare Christmas Care Boxes for Troops

By: Emma Bowen Meyer—*The Pendleton News*

Contributed By: Alison Yancey, Public Information Officer—Pendleton Juvenile Correctional Facility

Students at the Pendleton Juvenile Correctional Facility are preparing to send out boxes of Christmas cheer to soldiers in Iraq and Afghanistan. On the Tuesday before Thanksgiving, those participating in the Future Soldiers Program formed an assembly line to bundle individual care packages full of goodies to ease the homesickness of military men overseas.

"I feel like it's a good way to give back to the soldiers that are doing so much for us," said a student, 18.

"When I heard about it I knew it was something I could help out with that was a good service," said a 17-year-old student. "I was glad to do it because I really appreciate what they're doing over there. As a strong country, we should help out weaker countries. (The soldiers) are putting their lives on the line and keeping us safe."

"Operation DOC Cares" is a state-wide effort by the Indiana Department of Correction to express gratitude to employees that have been deployed overseas. This effort in the program involved the collection of hygiene products, books, magazines, phone cards, and non-perishable food items at both juvenile and adult facilities throughout the state. Once the donation period ended, the items were sent to Pendleton to be sorted and boxed for the individual soldiers. The Pendleton facility was chosen because it is the only one with a Future Soldiers Program, a program so outstanding that it recently won the 2009 Judge Warren W. Martin Award by the Indiana Correctional Association.

This program separates students who apply and qualify into a military-style unit that operates under a different set of standards. These "Future Soldiers" are fittingly the ones that packed the boxes.

"It made me feel good," said another 17-year-old. "I know if I were in Iraq or Afghanistan I would want to get some things that I can't go out and buy. It helps you realize that someone appreciates what you are doing."

"They were really excited to help knowing the packages are going to soldiers who protect freedom," said Officer DeWayne Cooley, Lead Instructor of the Future Soldiers Program. "I'm trying to get them to respect freedom and understand that freedom is a privilege."

In addition, the Future Soldiers Program offers the students hope, discipline, organization skills, self-respect, and a method to changing their behavior, according to Cooley.



Officer DeWayne Cooley hands supplies to a student to pack into boxes for individual soldiers to brighten their Christmas overseas.

"I wanted to hold myself to a higher standard," said a student, explaining why he applied for the unit. "Growing up I didn't do a lot of good things. And with the economy the way it is, I figured this was the best way to be something better."

With less than a month until his release, the student has plans to visit his family for awhile and then join the Army.

"I've learned leadership and like having a little more freedom than the other units," said a 17-year-old. "I've learned how to take care of myself and to think before I react. Now I know that what I do affects everyone around me."

Upon release he plans to finish high school while working a part-time job and then enroll in the Army.

"I like the physical training the best," said another 17-year-old who is scheduled to be released in one month and plans on joining the Marine Corps. "When I'm in shape I feel like I can achieve more. This is a good start for me. I have hopes."

Cooley, formerly in the Army and still in the National Guard, commented that one of the fundamental building blocks of the program is teaching the kids to respect themselves.

"If they learn to respect themselves, they will learn to respect others and do what is right in their communities," he added. "It is a high honor and privilege to be in this program and to work with these kids."

Alison Yancey, administrative assistant

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Miami Correctional Facility Takes the Initiative to "Bridge the Gap"

By: Ann Hubbard, Public Information Officer–Miami Correctional Facility

Miami Correctional Facility (MCF) is attempting to "Bridge the Gap" between the prison and its surrounding communities.

The facility recently played host to a meeting involving mayors, police officers, county sheriff deputies, parole/probation officers, and substance abuse programs in Miami, Cass, Grant, and Howard counties.

This is the first program of its kind in the state where administrators from MCF are trying to "Bridge the Gap" between the prison and the community in the release of offenders. "When offenders are released from the Indiana Department of Correction to the community, there exists a gap in several areas. Communities forget that the offender who is sent off to serve his sentence in prison will someday come back to their community," said Mary Treadwell, MCF Assistant Superintendent/Operations. Treadwell is the inspiration behind "Bridge the Gap."

Treadwell, along with MCF's other Assistant Superintendent Sally Stevenson, have been visiting with mayors in each community for weeks, trying to develop a forum which will eventually assist the offenders in a successful re-entry back into the community. "Transitioning back into civilian life successfully is even harder now that the economy is bad," Treadwell noted.

"Many people, who have been working all their lives, are without jobs and struggling. What few jobs that



MCF Superintendent Mark Sevier addresses community members about the goals of the meeting.

are available are usually being given to those hardworking individuals, making it difficult for an offender to be successful. There are many things that contribute to an offender's successful re-entry back into society. A job is one of the most important. Without a job, an offender is more likely to resort back to what they know – crime. As a consequence, he returns to prison. This isn't good for anyone," Treadwell said. "The community's crime rate will increase and taxpayers will continue to pay to house these criminals in prisons. It becomes expensive for both the IDOC and the community."

"We don't have all the answers," Treadwell added. "That is why we are reaching out to the surrounding communities to help come up with solutions. It's everyone's problem."

This was the first of several meetings for the counties to begin working together and coming up with solutions. There was an overwhelming desire by the majority to continue meeting and working together and adding other community members to participate.

As the facilitator of the program, MCF Superintendent Mark Sevier said he was really excited about the first meeting. "There was a lot of positive feedback from everyone involved. This is a win-win situation. We hope to assist the IDOC in coming up with ways to 'Bridge the Gap' of re-entry, as well as assisting the communities in maintaining their quality of life. We live and work in these communities too, and thus are very excited to meet and continue working with these individuals in making all our communities a good place to live." ■

Future Soldiers at Pendleton Juvenile Prepare Christmas Care Boxes for Troops

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at the facility, enjoyed watching the students display kind-heartedness as they packed the boxes, a trait that is not always exhibited in this setting.

"They enjoy doing things for other people," she said. "They want to do good and this gives them the opportunity."

In all, the students spent four hours compiling 74 boxes full of Christmas cheer.

"They take great pride in being asked to be involved," said Superintendent Linda Commons. "Our staff is proud of our troops and glad to have this opportunity to make their Christmas a little brighter." ■



A Time to Reflect

By: Randy Koester, Deputy Commissioner of Re-Entry

Thinking back over 2009, we see a year of great accomplishment for the Indiana

Department of Correction. Through the work of the Legislative Services Division, the Department was able to advance legislation that has increased penalties for cell phone trafficking; decreased the use of frivolous lawsuits by offenders; established re-entry accounts for offenders; established a commission to reevaluate (for the first time in over 30 years) criminal justice policy throughout the State of Indiana; allowed selected staff to be trained as correctional police officers; and established the Indiana Correctional Peace Officer Fund, which provides a way for IDOC staff to support one another in times of need.

Also during 2009, re-entry policy was reviewed inside and out in a collaboration of staff from several facilities, including Central Office. Their work paved the way for significant policy changes that streamline processes and enhance services to re-entering offenders. More offenders who are eligible for the Community Transition Program (CTP) were placed into the program than ever before as we continue to reach out to counties not yet utilizing CTP. We have witnessed a reduction of approximately 23% in the number of technical parole violators re-admitted to DOC. With the implementation of Facility Forward, girls at the Madison Juvenile Correctional Facility now receive educational services that exceed the offerings available to them when they were housed in Indianapolis Juvenile Correctional Facility, at a 48 percent cost savings. In addition, a Re-entry Workshop track was offered this year at the Governor's Conference, highlighting information on re-entry initiatives and collaborative

relationships. Finally, the Department was pleased to receive recognition from the American Correctional Chaplains Association for the PLUS program.

We are proud of all that has been accomplished in 2009 and look forward to still more accomplishments in 2010. Through the imagination and dedication of the fine DOC staff at all levels of the organization, we are confident that we will see great things in the year ahead.

Religious Services

Since the last publication of *Inside Corrections*, many developments have occurred within the Religious Services and Community Involvement Division.

A new relationship skills curriculum for incarcerated men has been developed by PREP®, Inc. The curriculum writers visited Indiana and consulted with IDOC staff Steve Hall and David Liebel prior to releasing the curriculum. A film crew also recorded interviews with couples who have received the PREP marriage enrichment training at ISP, CIF and Pendleton. The videos will be incorporated into the new curriculum, which will be distributed nationwide.

Keith Blackburn, a Volunteer Assistant Chaplain and PLUS mentor at Pendleton Correctional Facility, received recognition as an outstanding volunteer at the Governor's Conference on Service and Volunteerism on October 29, 2009. The significance of this recognition is that Mr. Blackburn was formerly incarcerated at Pendleton Correctional Facility. Since his release, he has completed college and is now enrolled in the Master of Divinity program at Indiana Wesleyan Seminary.

During the Awards Luncheon at the Governor's Conference on Service

PEN Products Staff Participate in NIC Pod Cast

Indiana's correctional industries, PEN Products, was featured along with the State of Washington correctional industries in a live three hour internet broadcast. The pod cast was a collaborative effort between the National Institute of Corrections (NIC) and the National Correctional Industries Association (NCIA) and was designed to focus on the role of correctional industries and their place in successful offender re-entry.

PEN Products Director, Mike Herron, and PEN's Operations and Job Placement Manager, Doug Evans, traveled to Spokane, Washington for live production of the pod cast on October 7, 2009. Commissioner Buss and Dr. John Nally were also featured on the pod cast via pre-recorded clips.

PEN Products moved into the re-entry arena with the establishment of the U.S. Department of Labor Apprenticeship program in early 2006. The growth of the apprenticeship led to the development of PEN Products' Job Placement Program. The success of this program has been instrumental in PEN and the Indiana Department of Correction being recognized nationally. ■

A Time to Reflect

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and Volunteerism a quilt made by participants of the Wabash Valley Correctional Facility PLUS Program was presented to Miss America, Ms. Katie Stam.

Transition Facilities and Community-based Programs

Facility Forward took another step forward when the Indianapolis Women's Community Re-Entry Center moved into the new Indiana Women's Prison. Administrative Assistant Dwight Graves will oversee the center and report to Superintendent Steve McCauley. Administrative Assistant Leatha Sweatt now supervises the Indianapolis Men's Community Re-Entry Center (IMCRC). At the time of publication, the move date for IMCRC has not yet been scheduled.

Staff from Community Corrections are working closely with three new counties that plan to participate in the program, increasing participation to a total 77 of 92 Indiana counties. Community Corrections served 25,000 felony offenders in 2009, allowing a majority of them to avoid incarceration with IDOC. The agency is committed to continue expanding this program, with the hope of eventually seeing all 92 counties participate.

Substance Abuse

The Substance Abuse Division is currently in the process of relocating the Wabash Valley Correctional Facility (WVCF) CLIFF Therapeutic Community to Putnamville Correctional Facility (ISF). This move is occurring because of the need for Level 3 beds. Although WVCF has done an excellent job at operating the CLIFF unit at their facility, the majority of offenders in this program are Level 2 offenders. This is problematic when the Department has Level 3 offenders in Level 2 beds, and no Level 3 beds are available. This led to the decision to relocate the CLIFF unit to ISF. ISF administration and staff have fully embraced the program,

and we are confident it will be just as successful as when it was located at WVCF. Kudos to the staff from both facilities in making this transition as smooth as possible. Also thanks to our Classification and Movement staff who have contributed to a very smooth relocation.

Lastly, as a cost-savings measure, the Department is in the process of changing drug testing vendors and the type of drug test used.

Parole Services

The Parole Division experienced a change of leadership during the past months. Former Regional Director Steven H. Keever is now the Director of Parole Services. He has been an employee with Parole Services for over thirty years and has held a variety of positions. Evansville Parole Office District Supervisor John Markham has worked in parole for approximately twenty years as an Agent and Supervisor. He now will oversee operations of the southern region.

One of the major challenges facing Parole involves staff training. The division lost an assigned trainer early in 2009. This loss was mitigated somewhat by reduced hiring orders. Training Division staff coordinated the creation of committees to develop a four tier system to address the training process for newly hired Agents. The implementation of the new training curricula is projected for early 2010. Training for both new and veteran staff is an important component of being able to perform job responsibilities and apply best practices to promote positive reintegration of released offenders.

As we continue to stretch ourselves, we will continue to learn new things and reach new heights in our service to the State of Indiana. We look forward to the New Year with great anticipation of all that we can accomplish. ■

PEN Products Holds First JOB CLUB

September 9, 2009, Plainfield Correctional Facility was the sight of the first PEN Products JOB CLUB. All 24 offender participants had previously attended a Career Path Planning Workshop. The JOB CLUB was a next step outlined at the Career Path Planning Workshop.

Ex-offender, Robert Bratton, who had worked a total of three years for PEN Products during his incarceration, was allowed by Superintendent Knight to come back in a year after his release to speak to the current PEN offender workers. Mr. Bratton was released in September 2008, and has been working for the same employer

in the Indianapolis area since his release. Mr. Bratton spoke at the JOB CLUB of the journey through the re-entry transition, gaining employment, overcoming barriers, and the drive and focus needed for success.

The response was overwhelmingly positive. The PEN offender workers attending the JOB CLUB identified the importance of networking with positive, employed people and remaining motivated to continue even in the face of adversity.

More JOB CLUBS are planned for the future at other facilities with PEN Products industries operations. ■

Miami Correctional Facility holds Arts & Crafts Show and Silent Auction

By: Ann Hubbard, Public Information Officer—Miami Correctional Facility

Necessity, the mother of all invention,” an anonymous quote found in history, could not be more true when it comes to the “inventions” of the offender artists displaying and auctioning off their crafts at the Miami Correctional Facility’s (MCF) Arts and Crafts Show.

MCF’s second Arts and Crafts Show and Silent Auction was December 1 and 2 at the Peru Fire House, and the show raised more than \$500. The show featured arts and crafts made by the offenders in the Purposeful Living Units Serve (PLUS) unit.

Not only did the offenders take normal, everyday items and turn them into art, many had to manufacture or become inventive to use the tools needed to create those crafts. From popsicle sticks to paper, toothpicks and peanut butter jars and lids, with a little glue and shoe polish, the offenders made some distinctive crafts.

The tools most often used by Robert Smith, 48, of Rensselaer, when making his crafts are toenail clippers and sandpaper. “You get inventive when you come in here,” he said of prison life.

As a kid, Smith would visit his grandfather’s carpentry shop and was taught how to build many things. During his 14-year incarceration, he transferred those skills to his current craft work. Smith has made several jewelry boxes out of cedar chips. He’s fashioned jar lids and popsicle sticks into a lighthouse and fashioned paperclips into hooks to hold necklaces on the inside of the lighthouse.

“It’s all about measurements. I built a house out of popsicle sticks, and I can build a (life-sized) house on the street



MCF offender Robert Smith shows off his lighthouses.

too,” Smith said. A couple of the boxes he constructed were made with his mother in mind, he said of his favorites in the collection.

William Colbourne, Jr., 43, of Fort Wayne, has turned popsicle sticks into antique trucks and cars. Using handmade tools, also fashioned from popsicle sticks and rubber bands, he forces the small pieces of wood together while the glue dries. Colbourne had a couple trucks on display at the show. They probably take about a month or so to make, he said. “I want to try and get every detail on it.”

Another offender has used rolled paper (as well as popsicle sticks) to put together several decorative jewelry boxes that will be auctioned off. Several wishing wells made with popsicle sticks, paper, and rocks will be on display and put up for auction, as well. These are popular items to make for many of the offenders.

Native American-style jewelry was auctioned off too, including necklaces, earrings and a leather bag. The beadwork done by the offenders is tedious work, but is also relaxing, according to offender Billy Ferrell, 47, of Greenfield, who has Native American ancestors. He was introduced to beadwork by other offenders in the PLUS unit and his grandfather, who makes numerous Native American-style crafts. To make a small necklace takes about 6 hours, and for earrings it takes about 3 hours. “I enjoy it. It also is really relaxing,” he said of the beadwork. While the offenders will not be able to attend the auction because of their level of security, information and photos on each artist will be on display.

Superintendent Mark Sevier said he is impressed with the creativity and dedication of the offenders in the PLUS program. While the offenders are able to be creative and turn their skills into pieces of art, they are also able to give back to the community by raising money for area youth. “By working hard to create their artwork, they then can feel a sense of ownership in the sharing of the money raised for an important community need.”

The PLUS program takes about 16 months for the offenders to complete. Program components include developing a Purposeful Life Plan, employment skills and vocations, addiction treatment, responsibility to Right the Wrong (to victims, family, community, and self), basic life skills, and much more. Offenders in the program also are responsible for competing 320 hours of community service each.

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Raising the Bar

By: Rich Larsen, Public Information Officer—Wabash Valley Correctional Facility

Correctional Officer Donna Weir has been a fixture at the Wabash Valley Correctional Facility for over 13 years. She joined the maximum-security facility at what some might consider a bit later in life, at the mature age of 52. Donna was delighted, saying, “They gave me the opportunity to work here, and I want to pay them back by doing my best!”

The quote is a bit of an understatement. Officer Weir is a shining example of what it takes to be an effective correctional officer, someone her peers appreciate and look up to. For several years now Officer Weir has spent her time supervising an offender labor line. Her crew mows the grounds, plants flower beds, move furniture, shovel snow, and whatever it takes to keep the grounds in tip-top condition year-round. Weir said she’s “never had a problem with the guys. I think it’s a respect thing. I tell them when I hire them on the yard crew what I expect, and it’s non-negotiable.”

A few years ago Donna Weir was named Officer of the Year for her dedication and commitment. The ceremony was quite touching because she got a standing ovation when she came up to get the award. She really instills in people the need to do their job with pride and putting forth their best effort.

Superintendent James Basinger recently received word that Officer Weir plans to retire. He knows she will spend her well-deserved leisure years taking care of her husband Enos in the rural Hymera, Indiana home in which she was raised. The house will be filled with the aroma of her good cooking. “I love to cook, that’s what I do to relieve a lot of stress,” she said. “You name it, and I can make it, from a blackberry pie, coconut cream pie, to a turkey or ham.”

Superintendent Basinger had another recipe in mind for Donna as staff gathered around for cake and congratulations at her retirement party. He could not let such a



WVCF Superintendent James Basinger congratulates Donna Weir on her retirement.

wealth of correctional knowledge and experience just walk away. “I asked her to join the Wabash Valley Correctional Facility Community Advisory Board,” he said. “She will bring an ‘in the trenches’ perspective to the table and help us to better educate the public.”

Thankfully, Donna Weir said yes, continuing her commitment to public safety and the Wabash Valley Correctional Facility. And who knows, maybe she will bring a pie or two to the meetings. ■

Miami Correctional Facility holds Arts & Crafts Show and Silent Auction

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Last year the auction raised more than \$1,000, which was donated to the Miami County YMCA Youth Fitness Center. This year the proceeds will go to the Miami County Youth Leadership Summit. The summit is an initiative of the Mayor’s office. According to Peru Mayor Jim Walker, “The city is very appreciative and thankful for Miami Correctional Facility and those offenders who have stepped forward to do artwork. We thank them for their help because the money is going to help Miami County youth and that is always a good thing to invest in.”

The Miami County Youth Leadership Summit is structured to empower youth to discover their personal

leadership potential, develop a vision of future success, and to actively pursue that vision to a successful conclusion. Between 175 and 200 eighth and ninth graders attending Miami County’s three schools are nominated by educators at their schools. The summit is a full day of activities taking place at Indiana University at Kokomo. The goal is to encourage and challenge the youth to further their education and become leaders in their communities.

Jackie Gray, chairman of the Miami County Youth Leadership Summit committee, noted, “There are large groups and large organizations that in the past have supported the

program. However, we have not found that support here recently, so to find such an organization (like Miami Correctional Facility) that would do something so extraordinary for the youth of Miami County, I am thrilled.”

The MCF PLUS unit opened its doors in January 2006. The program provides an opportunity for offenders to explore and choose alternatives to criminal thinking and behavior through an emphasis on spiritual, moral, and character development, life-skills training, and intentional preparation for living as law-abiding citizens who contribute to the well-being of their community. ■

IDOC Staff and PEN Offenders Receive U.S. Department of Labor Apprenticeship Certificates for Completing Job Skills Training

By: Ann Hubbard, Public Information Officer–Miami Correctional Facility and Becky Deeb, New Enterprise Development Manager–PEN Products

Recently, both IDOC staff and offenders received recognition for their involvement in an innovative and extremely useful skills and training program. A total of 145 Miami Correctional Facility staff members and 138 offenders received certificates for completing the U.S. Department of Labor's (USDOL) Apprenticeship Program.

The partnership between the USDOL Office of Apprenticeship and Indiana's Correctional Industries (PEN Products) was initiated in February 2006. It has been the launching pad for PEN Products' aggressive move into offender re-entry. The Indiana/PEN Products USDOL program, which has grown far beyond initial expectations, is the largest state prison program in the country today and the cornerstone of the mission to teach a work ethic and job skills to offenders. This collaboration also provides ex-offenders sound documentation to be used as a re-entry transition tool during their reintegration. Currently, 2,237 offenders and 447 IDOC staff members are enrolled in USDOL Apprenticeship programs.

MCF was praised by U.S. Department of Labor State Director John Delgado, a guest speaker at the program, and remarks were also sent, via video, from John Ladd, Administrator for the U.S. Department of Labor Office of Apprenticeship out of Washington, D.C.

MCF staff members received U.S. Department of Labor Apprenticeship Certificates at a separate ceremony the same day PEN Products offender workers were also presented their Apprenticeship Certificates. The offender workers are involved in

several jobs within PEN Products including the Braille Transcription, Chemical Operator, Administrative Assistant, Machine Operator, and Quality Assurance, among other apprenticeships.

Delgado reminded offenders at their ceremony that the certificate they receive is a significant tool that can be used to aid in getting jobs once they are released from prison. The program has merit and value to employers seeking to hire labor.



John M. Delgado, State Director U.S. Department of Labor Office of Apprenticeship Indiana, Ohio and Kentucky, shakes hands with the many offenders who received certificates.

Doug Evans, PEN Operations Manager/Job Placement Manager, was instrumental in getting the program started within PEN. He told the offenders during his address that it starts with them. They had to take the initiative to be involved in the program and now it's up to them to do something with what they have received.

"We are extremely proud to have our staff members enroll and complete such a viable training and education program. The commitment to this

training is providing the facility with skilled staff members and also giving the employee recognition and a viable work certificate," stated Superintendent Mark Sevier.

"PEN Products continues with its participation in the U.S. Department of Labor Apprenticeship Program to prepare offenders with job skills for a successful re-entry. These offenders will have a greater chance of finding employment after release," said Edwin G. Buss, Commissioner of the Indiana Department of Correction.

PEN Products is a division of the Indiana Department of Correction. PEN Products' mission is to employ offenders within Indiana's correctional facilities providing meaningful jobs, instilling a work ethic and providing marketable skills.

"We are proud to recognize graduates of the apprenticeship program. PEN Products is in the business of preparing offenders for their release by instilling a work ethic and providing offenders with marketable skills," stated PEN Products Director, Mike Herron.

The growth and success of the USDOL Apprenticeship program in Indiana has catapulted PEN Products into new and innovative re-entry efforts that are expanding beyond the Correctional Industry shop into post release assistance, according to Evans. PEN Products is also the sponsoring agency for implementation of the National Institute of Corrections' (NIC) Offender Workforce Development team plan that will replicate the full Offender Workforce Development Specialist Training in Indiana.

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Facility Forward Nears Completion

Adult females incarcerated at the Indiana Women's Prison (IWP) moved on November 23, 2009 into their new quarters on the west side of Indianapolis, the facility previously known as the Indianapolis Juvenile Correctional Facility (IJCF). The transfer of 449 female offenders occurred with no incidents or security issues.

Then, on December 1, 2009, the Indianapolis Women's Community Re-entry Center vacated its building on Minnesota Street and also moved to the grounds of the new Indiana Women's Prison. The transfer of 77 female offenders occurred without incident, and all of the work release staff is now integrated with IWP staff. Lastly, on December 16, 2009, the facility formerly known as Plainfield Re-Entry Educational Facility (PREF)

relocated 368 male offenders to their new residence located at the former site of the Indiana Women's Prison (IWP) on the near-east side of Indianapolis. The transition took place without incident. Upon their arrival to the new facility, now known as the Indianapolis Re-Entry Educational Facility (IREF), residents received care packages and a letter from interim Superintendent Latoya Lane welcoming them to their new home.

Each move is a step in the Indiana Department of Correction's (IDOC) comprehensive Facility Forward initiative, which is designed to enhance prison capacity, maximize current state property and assets, decrease spending through cost savings, and increase overall efficiencies. Once completely implemented, Facility Forward will

result in the IDOC gaining almost 2,100 beds and will save the State of Indiana nearly \$200 million.

The final step involves opening the Short Term Offender Program (STOP) on the grounds of the former PREF. The STOP facility will be designed and commissioned to address the needs and case management of offenders committed to the IDOC for less than one year.

"I am very pleased that the Facility Forward initiative has been nearly completed without incident," commented IDOC Commissioner Edwin G. Buss. "Because of the tremendous teamwork and support of many stakeholders, Facility Forward is already allowing the IDOC to better prepare for the future." ■

IDOC Staff and Offenders Receive U.S. Department of Labor Apprenticeship Certificates for Completing Job Skills Training

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FAQ's

What is Registered Apprenticeship?

Registered Apprenticeship programs meet the skilled workforce needs of American industry, training millions of qualified individuals for lifelong careers since 1937. Registered Apprenticeship helps mobilize America's workforce with structured, on-the-job learning in traditional industries such as construction and manufacturing, as well as new emerging industries such as health care, information technology, energy, telecommunications and more. Registered Apprenticeship connects job seekers looking to learn new skills with employers looking for qualified workers, resulting in a workforce with industry-driven training and employers with a competitive edge.

How does Registered Apprenticeship benefit employers?

In addition to available tax benefits and workforce development grants in some states, Registered Apprenticeship benefits employers by providing them with a pipeline of skilled workers with industry-specific training and hands-on experience. Registered Apprenticeship programs are customizable to match employers' needs, and highly flexible to always to meet employers' changing requirements.

Who operates Registered Apprenticeship programs?

Registered Apprenticeship program sponsors (employers, employer associations and labor management organizations) vary from small, privately owned businesses to national employer and industry associations.

Today, there are nearly 29,000 sponsors representing more than 250,000 employers, including UPS, the United States Military Apprenticeship Program, Werner Enterprises, CVS Pharmacy and many others.

How does Registered Apprenticeship benefit individuals?

From day one, apprentices receive a paycheck that is guaranteed to increase as their training progresses. Apprentices also complete a combination of industry-specific classroom education and hands-on career training leading to nationally recognized certifications.

For more information about the Registered Apprenticeship Program go to http://www.doleta.gov/oa/eta_default.cfm. ■

Holiday Cheer

By: Jacquie Mize—Wabash Valley Correctional Facility

Santa and his elves were not the only ones working overtime this holiday season. The men of the Purposeful Living Units Serve (PLUS) program at Wabash Valley Correctional Facility in Carlisle, Indiana worked diligently to complete all their project commitments. That meant working non-stop to meet their goal of 600 quilts donated to a variety of places, including JC Moore Mission for the Homeless, Light House Recovery Center, New Beginnings Prison Ministries, Bloomington Homeless Shelter, Disabled Vet/ Woman's Shelter, Bethany House (Domestic Violence Center), Sullivan County Humane Society (we do dog/ cat quilts, too!), and the Heritage Home, a Hutsonville, Illinois residential care facility that houses a large percentage of veterans. For the second straight year, all received their care packages containing a lap quilt, letters, hats, gloves and other hygiene items that they need. Also, the PLUS unit committed to completing in-house projects this year as well. PLUS makes all the stockings for the Inside/ Out Dads program and decorates the facility with holiday quilts and banners. The program also had its first annual Holiday Quilt Raffle. The proceeds of over \$100 will go to the Indiana Correctional Peace Officer Fund.

The true meaning of the holidays is apparent in the WVCF PLUS Unit. It is present in the unselfish giving of oneself without wanting anything in return. The men demonstrate this when they work all night and then are up cleaning their cells and attending their group in the morning. It is very apparent when they skip the NFL game of the week to quilt or lay out patterns, which is something their families would find hard to believe!

The good deeds of the PLUS unit continue throughout the year. The program's reputation is growing, and the men are determined to help those in need. Organizations are now contacting the program to help them out with their projects, benefits or fundraisers. The PLUS program was honored when it received a request to make a special



PLUS offenders show off their quilts.

quilt for Miss America, Miss Katie Stam. Miss Stam was presented the quilt at the Governor's Conference on Service and Volunteerism hosted by Governor Mitch Daniels. The program has also made specialized quilts for Governor Daniels, Lt. Governor Becky Skillman, State Representative Peggy Welch, State Representative Eric Turner, and numerous others.

The PLUS participants feel especially honored and humbled when they make a memorial quilt for a fallen Indiana soldier. These quilts are presented to their mothers. The families often send a note, letter or even memorial DVD expressing their appreciation and to tell us about their brave son/daughter. These letters are kept and posted in the unit to honor their memory and sacrifice in this small way.

Randy O'Brien, PLUS aide and clerk, said it best: "For years, most of us took, and we took, and we continued to take. Now, it is time for us to give. Unfortunately, I never thought I had anything to give. The PLUS program and its administration have given me the opportunity to see how wrong I was. I have myself to give—my time, my effort, my heart. I never really thought that was worth much of anything, but when I read a letter of thanks from a grieving mother who smiled because we remembered her child's sacrifice, a lonely veteran that smiled at Christmas time, or a volunteer who tells us about the homeless person who smiled because he would be able to keep warm for a night all because of a quilt we made, I know that our efforts are priceless. We do what we do because one quilt at a time we are bring smiles to the world—selfishness is a disease and giving back has been the cure." ■

IDOC Facility Blood Drive Competition Nets Great Results

Indiana Department of Correction (IDOC) facilities across Indiana competed over the past months to donate the most blood to the American Red Cross, and now, the results are in.

IDOC employees gave a total of 796 units of blood, which is almost 50 gallons. In the large facility category, Putnamville Correctional Facility employees donated the most with 91 units of blood. In the small facility category, Edinburgh Correctional Facility employees donated 23 units of blood, a ratio of 1 unit for every 2.43 staff members.

"Since each blood donation has the potential to help save up to three lives, nearly 1,245 lives could be impacted by the donations from the Indiana Department of Correction and the American Red Cross statewide blood drive partnership," said Shelby Norris, spokeswoman for the Indiana-Ohio Blood Services Region of the American Red Cross. "The American Red Cross looks forward to continuing this successful partnership with the Indiana Department of Correction for many years to come."

IDOC Commissioner Edwin G. Buss recognized that many facilities held blood drives separately throughout the year, so he challenged them to work together, with a competitive spirit, to donate even more blood.

"IDOC employees consistently give back to their communities in a variety of ways, and this agency-

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Indianapolis Parole District Given Award



Staff members of the Indianapolis Parole District pose with their award.

The Indiana Correctional Association (ICA) gave out awards honoring Indiana's best correctional employees, and the Indianapolis Parole District as a whole received one of those awards.

At the Indiana Correctional Association conference in Evansville, Indiana, the Indianapolis Parole District (PD3) received the Parole Office/Employee of the Year, as selected by ICA.

The selection of the Indianapolis office, which is the largest Parole District in Indiana, as Parole Employee of the Year was based on its environment of teamwork and collaboration within the office and collectively within the community. The district also works closely with law enforcement agencies and community resources to assist paroled offenders with their re-entry, while balancing the need to maintain public safety at all times.

"I am very proud of the staff of the Indianapolis Parole District for their accomplishments and their commitment to public safety and re-entry," said Indiana Department of Correction Commissioner Edwin G. Buss. "This award is well-deserved." ■

IDOC Commissioner Recognizes Outstanding Employees at Awards Luncheon

During the annual Indiana Correctional Association (ICA) conference in Evansville, Indiana Department of Correction (IDOC) Commissioner Edwin G. Buss took time to honor and congratulate outstanding employee performances.

Most notably, Commissioner Buss named Pendleton Juvenile Correctional Facility the 2009 Facility of the Year. Also, Alan Chapman, Superintendent of the Henryville Correctional Facility, and William Wilson, Superintendent of the Westville Correctional Facility, both won the 2009 Superintendent of the Year award.

Other award winners included:

Distinguished Service Award
Bruce Lemmon,
Putnamville Correctional Facility

Employee of the Year
Debra Fealy,
Indiana Women's Prison

Correctional Professional of the Year
Jeff Pitcher,
Wabash Valley Correctional Facility

Corrections Supervisor Award
Captain Herman Kelley,
Plainfield Correctional Facility

Administrative Support Award
Alisia Lawrence,
Putnamville Correctional Facility

Parole Employee of the Year
Vickie Conquest,
Fort Wayne Parole District #2

Physical Plant Employee of the Year
Bob Gipson, Plainfield Re-entry
Educational Facility

Rising Star Award
Richard Davis,
Fort Wayne Parole District #2

Chaplain of the Year
Connie Hedges, Logansport Juvenile
Correctional Facility

Human Resources Employee of the Year
Kathy Goss,
Putnamville Correctional Facility

Finance Employee of the Year
Alan Montgomery,
Edinburgh Correctional Facility

Case Management Employee of the Year
Linda Jeffers,
Westville Correctional Facility

"Without a doubt, the Indiana Department of Correction has phenomenal employees who put their hearts and souls into their work day in and day out. Being able to recognize that hard work and say thanks to those who have gone above and beyond is one of the joys of being Commissioner of this agency," said Commissioner Buss. ■

IDOC Facility Blood Drive Competition Nets Great Results

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wide blood drive competition was a great motivator and avenue through which we all can do even more," said Commissioner Buss. "By taking a little time to donate blood, so many lives can be saved."

The IDOC teamed up with Correctional Medical Services (CMS), ARAMARK, and the Geo Group, Inc. to host the blood drive competition. ■

IDOC Recognizes Judges

On December 10, 2009, in a ceremony at the LaPorte County Juvenile Center, Indiana Department of Correction Commissioner (IDOC) Commissioner Edwin G. Buss recognized and thanked LaPorte County Circuit Court Judge Thomas Alevizos for his strong commitment to the juvenile justice system.



Commissioner Buss (left) presents a Distinguished Hoosier Award to Judge Alevizos.

Commissioner Buss presented Judge Alevizos with a Distinguished Hoosier Award signed by Governor Mitch Daniels. The Distinguished Hoosier Award is one of the highest awards given by the State of Indiana to its citizens. It is given at the discretion of the Governor to Hoosiers who have brought honor to the state through their character and accomplishments.

In addition, Commissioner Buss gave Judge Alevizos a commemorative, historic lock from the Indiana State Prison to thank him for his support of the IDOC and the rehabilitation of offenders through diversion, education, and re-entry programs.

Then, on December 14, 2009, in a ceremony at the Marion County Juvenile Detention Center, Commissioner Buss recognized and thanked Marion County Superior Court, Juvenile Division, Judge Marilyn A. Moores for her commitment to the juvenile justice system.

Commissioner Buss also presented Judge Moores with a Distinguished Hoosier Award signed by Governor Mitch Daniels. In addition,

Commissioner Buss gave Judge Moores a commemorative, historic lock from the Indiana State Prison to thank her for her support of the IDOC and the rehabilitation of offenders. For instance, Marion County utilizes home confinement and electronic monitoring programs as alternatives to incarceration. Marion County has also instituted the Transition from Restricted Placement program for those juveniles being released from IDOC facilities.

"Partnerships in the criminal justice system are extremely valuable, especially to best provide public safety



Judge Marilyn Moores accepts the Distinguished Hoosier Award from IDOC Commissioner Buss, IDOC Executive Director of Youth Services Michael Dempsey, and IDOC Deputy Commissioner of Re-entry Randy Koester.

while promoting offender re-entry. The Indiana Department of Correction is grateful to have such a positive relationship with Judge Alevizos and Judge Moores and thanks them for their continuing work for juvenile offenders," said Commissioner Buss. ■

Education Collaboration

By: John Nally, Director of Education

The Indiana Department of Correction has established an innovative collaboration with Ball State University and Ivy Tech Community College to deliver educational services to the students at Madison Juvenile Correctional Facility. The goal of this collaborative effort is to provide a gateway to higher education and reduce recidivism for these young female offenders. Students are earning high school credits through the program delivered by Ball State, and technical credits through Ivy Tech. Access to the Indiana Core 40 High School Diploma, GED, and dual-credit enrollment are features of this initiative.

This initiative is also part of the Department's Facility Forward, which is aimed at maximizing the use of existing resources and physical space available. Female juvenile offenders were relocated from Indianapolis to the newly-renovated facility in Madison. The State has utilized existing maintenance staff and offender labor from adult facilities to operate within existing budgets to complete the necessary work. Renovation continues on the school building which will be occupied by the students after the first of the year. By aligning staffing to match the current student population,

costs for providing education services were reduced by 48% while maintaining the same level of services and providing a teacher-student ratio of 1:13.

Experienced IDOC teachers, along with IDOC Central Office education staff members, taught in the classrooms during the first three weeks as the students transitioned to the Madison facility. These staff communicated effectively with the students about their individual educational goals. A review of each student's individual transcripts, supported by individual academic assessments provided during the first week, allowed the staff to place students in a position to begin earning credits as soon as school started the day after the move to Madison. Seven teachers hired by Ball State University began teaching November 19, 2009, 28 days after the contract between IDOC and Ball State University was signed.

Ball State University has selected Ms. Barbara Siegelin, former Supervisor of Education at Rockville Correctional Facility and teacher at the Plainfield Juvenile Correctional Facility, to provide experienced on-site leadership for the program as the new Supervisor of Education for the Madison Juvenile Correctional Facility. ■